

The Thomas-Killmann Test on Resolution of Conflicts

*Please read the two phrases A and B. Circle the letter that corresponds with what you **really** do (and not what you would like to do)*

1. A. There are times when I leave the responsibility of solving a problem to others.
 B. Rather than negotiate the points on which we do not agree, I try to emphasize the points on which we both agree.

2. A I try to find a compromise.
 B I try to deal with all the other person's worries and all my worries.

3. A I generally remain firm about the objectives that I wish to achieve.
 B. I do sometimes try to smooth over the feelings of the other person and to preserve our relationship.

4. A I try to find a compromise.
 B. I sometimes sacrifice my own wishes to the wishes of the other person.

5. A. I will logically look for help from the other person in order to find a solution.
 B. I try to do whatever is necessary in order to avoid useless tensions.

6. A. I try to avoid creating discomfort for myself
 B. I try to impose my own position.

7. A. I try to postpone the discussion in order to have time to think about it.
 B. I will give in on some points in exchange for others.

8. A I generally remain firm about the objectives that I wish to achieve.
 B. I immediately try to expose all the preoccupations and all the problems.

9. A. I feel that the differences are not always worth the bother of spending time on them.
B. I make quite an effort to get what I want.
10. A. I generally remain firm about the objectives that I wish to achieve.
B. I try to find a compromise.
11. A. I immediately try to expose all the preoccupations and all the problems.
B. I do sometimes try to smooth over the feelings of the other person and to preserve our relationship.
12. A. I sometimes avoid taking a stand if it may lead to controversy.
B. The other person can keep some of their ideas if I can keep some of mine.
13. A. I suggest a middle way.
B. I put pressure on in order to get all my ideas in.
14. A. I share my ideas and ask him to share all his ideas.
B. I try to prove the logic of my position and the advantages that it could offer.
15. A. I do sometimes try to smooth over the feelings of the other person and to preserve our relationship.
B. I try to do whatever is necessary in order to avoid useless tensions.
16. A. I try not to hurt the feelings of the other person
B. I try to convince the other person of the merits of my position.
17. A. I generally remain firm about the objectives that I wish to achieve.
B. I try to do whatever is necessary in order to avoid useless tensions.
18. A. If it makes the other person happy, I can let him keep his points of view.

- B. The other person can keep some of their ideas if I can keep some of mine.
19. A. I immediately try to expose all the preoccupations and all the problems.
B. I try to postpone the discussion in order to have time to think about it.
20. A. I immediately try to resolve all our differences.
B. I try to find an honest combination of wins and losses for us both.
21. A. When starting negotiations, I try to be attentive to the wishes of the other person.
B. I always go for a direct discussion about the problem.
22. A. I try to find a position that is between his and mine.
B. I get what I want.
23. A. I often try to satisfy all our wishes.
B. There are times when I leave the responsibility of solving a problem to others.
24. A. If the other's position is very important to him, then I try to satisfy his wishes.
B. I try to get him to accept a compromise.
25. A. I try to prove the logic of my position and the advantages that it could offer.
B. When starting negotiations, I try to be attentive to the wishes of the other person.
26. A. I suggest a middle way.
B. I often try to satisfy all our wishes.
27. A. I sometimes avoid taking a stand that could lead to controversy.

- B. If it makes the other person happy, I can let him keep his points of view.
28. A. I generally remain firm about the objectives that I wish to achieve.
B. I generally ask for help from the other person in order to find a solution.
29. A. I suggest a middle way.
B. I feel that the differences are not always worth the bother of spending time on them.
30. A. I try not to hurt the feelings of the other person.
B. I always share the problem with the other person in order for us to be able to solve it.